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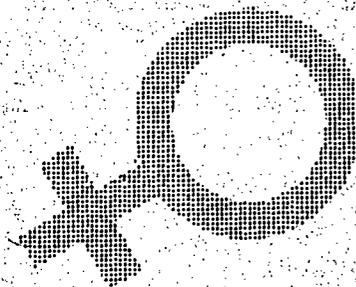
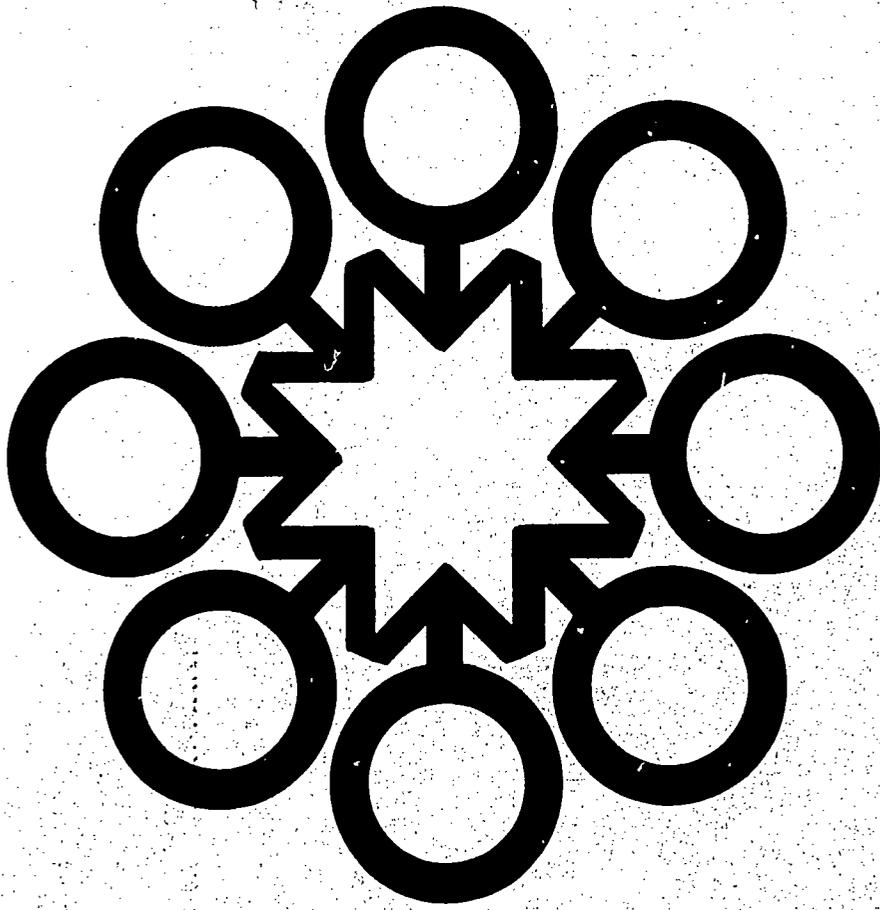
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ABSTRACT

This bibliography covers the laws and conditions governing the employment of women. Included are books, articles, pamphlets, and government publications dating from 1959. Topics covered include: (1) Legal Aspects, (2) Discrimination in Employment, (3) Difference in Pay, (4) Professional Opportunities, and (5) General. Two supplements are available as VT 016 161-016 162 in this issue. (BH)

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THE SEXUAL BARRIER

LEGAL AND ECONOMIC ASPECTS OF EMPLOYMENT

by

MARIJA MATICH HUGHES

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THE SEXUAL BARRIER

Legal and Economic Aspects of Employment

Prepared by Marija Matich Hughes
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November 1970

Women and American Law No. 1

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INTRODUCTION

In Women's Liberation the pollsters finally have found a topic on which no one has "no opinion " Among other and more clearly intended consequences, the movement also has given dinner-party hostesses a convenient conversation-starter and reference librarians a collective headache.

For those whose professional concern extends daily to the publication explosion, the surprisingly sudden proliferation of literature on this very old question has created unique problems. The composition and size of the affected audience has produced strong reader interest at all cultural and educational levels, much of it concentrated on the subject of this bibliography. The need for information about women's employment rights is no monopoly of women who work or contemplate working, but is widely recognized by business, education and government.

The researcher's task of selecting the best published materials, already made difficult by sheer abundance, has been hampered additionally by a confusion of studies which intermingle social, legal, economic and psychological discussion, and by the frequency with which the authors' personal experience substitute for research.

The present edition grows from the author's Women's Rights in Employment, published by the California State Library in 1969, and from a 1970 supplement of greatly increased coverage. During her two-year endeavor, Miss Hughes examined hundreds of post-1959 books, pamphlets and articles, selecting the substantial over the inconsequential, the factual over the emotional, and organizing the selection, with a few earlier titles, for this bibliography.

The furor over women's rights seems unlikely to die soon or quietly, and those who have more than a passing interest will want to annotate their copies as good newer titles are published. Even lacking that effort, researchers should find Miss Hughes' work a useful launching platform for years to come.

Mrs. Marian G. Gallagher
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November 1970

FOREWORD

This bibliography covers the laws and conditions governing the employment of women; the materials, which include books, articles, pamphlets and government documents, are limited to those in English. All materials are taken from American, English, Canadian and Australian publications, and additionally from printed materials of the United Nations and other international organizations.

The breakthrough in legislation on women's employment in the United States occurred in 1963 with the enactment of the Equal Pay Act; but, in order to provide background to the subject, materials were chosen dating from 1959.

The subject has been written on extensively, but as yet a comprehensive treatment of the legal aspects has not been made. Here the most current and authoritative materials available have been selected so as to be useful to lawyers, legislators, educators and the general public.

The citations are in the legal form used in A Uniform System of Citation and are arranged alphabetically by author or title. The bibliography consists of five parts which in turn treat separately books and articles; an index by author and title is planned for a future edition.

Part I: "Legal Aspects" contains books, government documents and articles from law reviews, trade journals and newspapers. A wealth of material comes from the U.S. Women's Bureau: created by an act of Congress in June, 1920, the Bureau was charged with the task of improving and advancing the position of women in employment. Particularly valuable is a handbook published periodically by the Bureau covering "patterns of employment, their occupations, their income, education and Federal and State laws affecting women."

Articles in law reviews by law students and legal scholars such as Leo Kanowitz provide excellent historical background on labor legislation. Particularly well documented articles appear in 50 Iowa Law Review 778-798 (1965), 65 Michigan Law Review 1051-1122 (1967), 20 Hastings Law Journal 305-360 (1968), and 55 Cornell Law Review 262-272 (1970). The International Labour Review, a publication not widely known in this country, provides an excellent source for articles concerned with international legislation. U. S. Law Week is the best source for current federal court decisions, since this journal publishes cases of the Supreme Court not yet available in advance sheets, as well as selected decisions of other federal courts, and the most important recently enacted federal laws. For current history and analysis of California legislation The California Journal, a newly founded publication, is an excellent resource.

Part II: "Discrimination in Employment" exposes the areas other than pay in which women suffer unequal treatment; namely, exclusion from certain professions as well as from executive positions. Then, too, women are generally employed in lower paying jobs. (The following part deals exclusively with the difference in pay women receive).

Librarians interested in examining discrimination in their field should find particularly useful the publication Synergy issued by San Francisco Public Library, The Wilson Library Bulletin and the The Library Journal. For a women's view of law school, special attention should be given to an article by Barbara Kass which appeared in 15 Student Lawyer Journal 4-7 (November 1969).

The Congressional Record is the best primary source for current discussions of legislation on this subject. Although newspapers, provide daily coverage; it was possible to included only a few of the major newspapers: The New York Times, The Washington Post and The Christian Science Monitor.

Part III: "Difference in Pay" covers the most obvious measures of discrimination, since this topic is interwoven in the coverage of discrimination and legal matters, and the reader will want to refer to these earlier sections as well.

Everyone, from the unskilled workers to the highest executive, is affected by discriminatory wage scales. For example, the Library of Congress Bulletin, states that women law librarians earn a median salary of \$8,500 as compared with \$13,000 for men.

Part IV: "Professional Opportunities" What were once regarded as the traditional preserves of men, are presently being opened to both sexes on equal grounds: the business world, the stockmarket, medicine, architecture, as well as blue collar jobs and many other fields have witnessed a new wave of women employees. Professional trade journals discuss the opportunities and the need for women in administrative and executive posts. The U.S. Woman's Bureau and various branches of the Federal Government also project new career horizons.

Part V: "General" This final section treats techniques for procuring work, conduct and performance on the job, and other subjects dealing with wage earners not already covered in the preceding parts of this bibliography. Well-known pieces as the Feminine Mystique and Sex and The Office are to be found in this part.

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November 1970

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I wish to express my gratitude to all those who assisted and advised me in this endeavor: to Dean Marvin J. Anderson for allowing me to use the Library and facilities of Hastings College of the Law; to Mr. Carleton W. Kenyon of the Library of Congress Law Library who originally suggested the idea for the bibliography as well as for his interest and moral support; to Professor Dan F. Henke of the Hastings College of the Law Library who encouraged me to publish it; and to Professor Marion G. Gallagher of the University of Washington Law Library who wrote the introduction. This work could not have been completed without the additional help of Professor J. Myron Jacobstein of the Stanford University Law Library, Mr. Thomas Reynolds of the University of California School of Law Library, Mr. Paul Vassallo of the Department of Legislative Reference of the Library of Congress, Professor Juluis J. Marke of the New York University School of Law Library and Mrs. Barbara Jackson of the California State Law Library. Editorial assistance on the preface came from Miss Lynn Breger of San Francisco, California. Miss Judy Riblett typed the finished work. For their encouragement and understanding I extend grateful appreciation to Dr. and Mrs. Zarija Matich and Miss Juliana Matich, Belgrado, Yugoslavia.

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